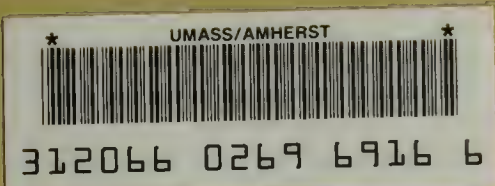


MASS AF3.2: M419



THE COMMONWEALTH OF MASSACHUSETTS

COMMISSION AGAINST DISCRIMINATION

MATERNITY LEAVE NOTICE

Pursuant to Massachusetts General Laws, Chapter 151B, Section 4 (1) and Chapter 149, Section 105D every full-time female employee is now entitled as a matter of law to at least eight (8) weeks maternity leave if she complies with the following conditions:

1. She has completed an initial probationary period set by her employer which does not exceed six (6) months or, in the event the employer does not utilize a probationary period for the position in question, has been employed for at least three (3) consecutive months.
2. She gives two (2) weeks' notice of her expected departure date and notice that she intends to return to her job.

If she terminates her maternity leave within eight (8) weeks she is entitled to return to the same or a similar position without loss of employment benefits for which she was eligible on the date her leave commenced. (The guarantee of a same or similar position is subject to certain exceptions specified in M.G.L. c. 149 §105D).

Accrued sick leave benefits shall be provided for maternity leave purposes under the same terms and conditions which apply to other temporary medical disabilities.

Any employer policy or collective bargaining agreement which provides for greater or additional benefits than those outlined in this notice shall continue to apply.

Posting of this notice in a conspicuous place or places on the premises of any employer, employment agency or labor union subject to this law, is required. Failure to comply with this requirement is punishable by a fine of not less than Ten dollars nor more than One Hundred dollars. A subsequent violation by the same individual, corporation or group, if such violation occurs more than sixty days from a prior conviction for violation, shall be punished by a fine of not less than One Hundred dollars nor more than One Thousand dollars. (General Laws, Chapter 151B, Section 7, as amended.)

FOR FURTHER INFORMATION OR TO REPORT VIOLATIONS, WRITE, CALL OR VISIT THE COMMISSION'S OFFICE AT:

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| 1 Ashburton Place Boston 02108 Tel: 727-3990 | 145 State Street Springfield 01103 Tel: 739-2145 | 222 Union Street New Bedford 02740 Tel: 997-3191 | 75-A Grove Street Worcester 01605 Tel: 752-2272 |
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